



BENEFITS MESSENGER

The NMRHCA Newsletter

EXECUTIVE DIRECTOR'S MESSAGE

I hope everyone enjoyed the holidays. The new year brings changes and new opportunities. Many of us may be looking at ways to improve our health such as incorporating healthier eating habits, bettering management of chronic health conditions, or taking time to exercise. If any of these new endeavors match your own goals, please be sure to look at the programs available for our members on the Wise and Well web page www.nmrhca.org/wellness. Our programs or the programs of our health partners may be the right ones to help you on your journey.

In addition, as the new year kicks off, one goal remains the same for NMRHCA: to continue moving the program forward and ensuring the viability for current and future members. The Retiree Health Care Authority will be working to pass a bill which will provide additional funding with the goal of achieving 50% funded status. This bill would increase employee and employer contributions to future participating members who are currently working and contributing to the program. With the support of members and other various stakeholders, this bill can be passed. I hope members see value in the program and will support our efforts for the upcoming Legislative Session.

Neil Kueffer

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OPEN ENROLLMENT DEADLINE REMINDER

As a reminder, the deadline for medical Open Enrollment submissions is January 31st, 2023, which is NOT the same date of the Switch Enrollment deadline of November 15, 2022. Open Enrollment is the period where members who are eligible to receive NMRHCA benefits can enroll in a health plan when they have not done so previously at the time of a qualifying event. Examples of qualifying events include initial enrollment period when first eligible due to retirement and/or loss of coverage somewhere else. If they elected to not enroll in benefits at the time of a qualifying event, they can only enroll during Open Enrollment. Open Enrollment for medical is only in January of every odd year (2023, 2025, 2027, so forth). Effective date of benefits is the 1st of the month following enrollment.

2023 is here! The next New Mexico State Legislative Session will soon start. NMRHCA will propose legislation to further secure the future of the Retiree Health Care Authority through improving the agencies solvency.

A Few Facts

- The NMRHCA Trust Fund has grown to just over one billion dollars, which shows the good stewardship of those managing the fund.
- At that amount, NMRHCA is currently only 33% funded, meaning the trust fund only has enough to cover 33% of its liabilities.
- A strategic objective of NMRHCA is to achieve a 50% funded status to better secure the future of the agency and the ability to provide health care options to future retirees.
- NMRHCA has not seen an increase in employee/employer contributions in over 10 years.
- For current employees of a non-enhanced retirement plan, the contribution rate is 1% (\$1 for every \$100 earned), and employer contribution rate is 2% (\$2 for every \$100 paid to employee).

Proposed Legislation

- NMRHCA will propose legislation that will increase payroll contributions from current employees of a non-enhanced retirement plan by 0.17% (a 17-cent increase for every \$100 earned) and current employer contributions by 0.33% (a 33-cent increase for every \$100 paid to the employee) for a total increase of 0.5%. Current retirees will not be impacted.
- NMRHCA will propose legislation asking for one-time funds of \$26 million, which is the equivalent to the amount had the above legislation passed last year to help shore up the trust fund.

Why Are We Telling You This and What Can You Do?

- We are asking for your support of this legislation by contacting your local representatives and voicing your support.
- Once the legislation has been assigned a specific house or senate bill number, we will post this information on our website for you to reference specifically.
- Keep an eye out for additional information on our website, in newsletters, and by email to stay informed.

SWITCH MEETING SUMMARY

From October 5th through November 4th, NMRHCA staff traveled the state and visited the communities where many of you reside to hold in-person Switch Meetings once again. We are happy to report that the turnout was great, and we enjoyed being able to see your faces again after 2 years of no in-person meetings. Members who attended the switch events were able to hear presentations by NMRHCA, health and life plan carriers, get answers to questions, collect give aways, receive vaccinations, get blood pressure checked, do a cognitive test and in some locations get a massage. We appreciate all those who worked hard to make the meetings happen and especially grateful for those members who attended. The attendance at the various locations was over 1,700 attendees. If you attended one of the events, we would appreciate your feedback, input on the meetings and suggestions for next year's event. Visit <https://bit.ly/2023switchsurvey> or scan the QR code with your phone to fill out a brief survey.



SUMMARY OF RATE AND PLAN CHANGES 2023

The table below is a quick view of plan changes for 2023.

PRE-MEDICARE PLANS PHP & BCBS Premier PHP & BCBS Value	Each plan has a 4% increase in the monthly premium	No change in Prescription
	PHP & BCBS Premier Plans Emergency Room copay change is \$125 to \$250	
	PHP & BCBS Premier Plans Urgent Care copay change is \$35 to \$45	
	PHP & BCBS Value Plans Emergency Room copay change is \$175 to \$350	
	PHP & BCBS Value Plans Urgent Care copay change is \$40 to \$55	
	BCBS Tier 1 Premier Plan Out of Pocket Max change is \$3000 to \$3750	
MEDICARE PLANS BCBS Supplement All Medicare Advantage plans from Humana, UHC, PHP & BCBS	Medicare Part B Annual deductible change is \$233 to \$226	No change in Prescription
	BCBS Supplement Plan has a 2% increase in monthly premium	
	BCBS Medicare Advantage Plans I & II – no change	
	UHC Medicare Advantage Plans I & II monthly premium increase of \$4*	
	Humana Medicare Advantage Plan I monthly premium decrease by \$15.02*	
	Humana Medicare Advantage Plan I Out-of-Pocket Max changes to \$2000	
	Humana Medicare Advantage Plan I Specialty Drug changes to 25% up to \$125	
	Humana Medicare Advantage Plan II monthly premium – no change	
PHP Medicare Advantage Plans I & II – no change		
DELTA DENTAL	Basic and Comprehensive Plans monthly premium increase of 4%	
DAVIS VISION	No change	

*Based on maximum years of services

FINANCIAL UPDATE

The New Mexico Retiree Health Care Authority completed the Government Accounting Standards Board (GASB) Statement No. 74 for FY22. The actuarial valuation is part of the requirements set forth for financial reporting for Other Postemployment Benefits (OPEB). This year’s review once again reflects improvements to the funded status of the plan.

Total OPEB Liability	\$3,467,298,517
Plan Fiduciary Net Position	\$1,155,695,495
Net OPEB Liability	\$2,311,603,052
Plan Fiduciary Net Position as a Percentage of total OPEB Liability	33.33%

The report states an improvement in Total OPEB Liability (TOL) with a decrease of \$942,550,818 from the previous report for FY21. The change in TOL and slight improvement in Plan Fiduciary Net Position has resulted in a lower Net OPEB Liability. The decrease of \$978,746,738 to the program equates to a change in funded status from FY21 of 25.39% to FY22 of 33.33%. The improvement was primarily in the measurement of the blended discount rate, pushing the program into better position. However, this rate can vary from year to year impacting the status so NMRHCA will continue to monitor and work to improve the funded status through multiple financial strategies.

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Insurer Contact Information

Blue Cross Blue Shield (BCBS) www.bcbsnm.com/nmrhca	800-788-1792	Presbyterian Health Plan www.phs.org	888-275-7737
BCBS Medicare Advantage www.bcbsnm.com/nmrhca	877-299-1008	Presbyterian Medicare Advantage www.phs.org	800-797-5343
Express Scripts Medicare www.express-scripts.com	800-551-1866	Express Scripts Non-Medicare www.express-scripts.com	800-501-0987
Humana Medicare Advantage https://ourhumana.com/nmrhca	866-396-8810	UnitedHealthcare www.uhcreetiree.com/nmrhca	866-622-8014
Delta Dental www.deltadentalnm.com	877-395-9420	Davis Vision www.davisvision.com	800-999-5431
Standard Insurance www.standard.com/mybenefits/newmexico_rhca	888-609-9763		

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